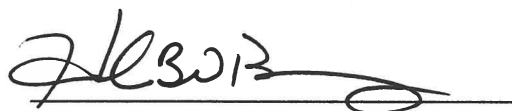


## SETTLEMENT AGREEMENT

The University of Michigan (hereinafter "University") and the House Officers Association (hereinafter "HOA") have agreed to the following resolution for Grievance #2024-11, filed by the HOA on January 9, 2024, regarding the Starts and Terminations report.

1. On December 12, 2023, the University informed the HOA it would no longer provide the Starts and Terminations report it had regularly been provided for over ten years due to it no longer being available.
2. On April 2, 2024, representatives from the University and HOA met to review a newly developed report designed to capture the same information provided in previous Starts and Terminations reports that had been provided to the HOA.
3. Following review of this newly developed report, the University and HOA agree to the format of the report and that the University will begin providing it on a weekly basis, when members of the HOA appear on the report. In weeks when no members of the HOA appear on the report, the parties agree the University will notify the HOA that no House Officers exist on the report for the given week.
4. Furthermore, considering this report represents a new format, the University and HOA agree that in the event the report does not fully capture information related to a House Officer's permission to clinically practice, as had been provided on the previous formatted report, the parties will meet and determine if such excluded information can be captured and included in the newly created report moving forward.
5. The HOA withdraws Grievance #2024-11 with prejudice. The parties agree that this Settlement Agreement fully and forever resolves Grievance #2024-11.
6. This Settlement Agreement is non-precedential and neither modifies nor interprets the terms of the University of Michigan – House Officers Association 2023-2027 CBA.

**For the University:**

  
\_\_\_\_\_  
Hakim Berry, Director of Labor Relations

Date: \_\_\_\_\_

4/18/24

**For the HOA:**

  
\_\_\_\_\_  
Matthew Basinger, President  
House Officers Association

Date: \_\_\_\_\_

4/16/2024



Brian Sumner, Senior Labor Relations Advisor

Date: 4/16/24



Dominic Barbato, Staff Associate

Date: 4/16/24